



Legislation Text

File #: 09-1086, **Version:** 2

Human Resources Department recommending adoption of Resolution approving the successor Memorandum of Understanding (MOU) between the County of El Dorado and Operating Engineers, Local No. 3, representing employees in the Corrections (CR) bargaining unit effective January 1, 2009 through June 30, 2010; and authorize Chairman to sign same.

Resolution 195-2009

Fiscal Impact/Change to Net County Cost: The MOU provides for an increase in the Compensatory Time Off (CTO) accumulation cap from 120 hours to 160 hours. This means that an employee may accumulate 40 more hours of CTO, which will be paid out upon separation of the employee from the County or may be cashed out each year in pay period 25. The fiscal impact associated with the additional 40 hours is expected to be minimal given the change to the definition of the overtime language. The MOU overtime definition has been changed where the members of this bargaining unit will only earn overtime, or accumulate CTO hours, for those hours actually worked over 40 hours in a work week. This is commonly referred to as the Fair Labor Standards Act or F.L.S.A. overtime. The exact fiscal savings at this point is difficult to accurately assess until sufficient time has passed to see budgetary expenditures for overtime costs for the next fiscal year as a comparison to the prior fiscal year. There is a modification to the Health Plan contribution levels. The fiscal impact is not known at this point as this would require knowing which employees will choose which level of contribution for each health plan.

Background: The parties began the negotiation process on or about October 13, 2008 on a successor MOU that was set to expire December 31, 2008 as required under Government Code Section 3500 et seq. The parties have met numerous times, exchanged proposals, and have given serious consideration in regard to a successor Memorandum of Understanding.

Reason for Recommendation: The attached successor comprehensive Memorandum of Understanding provides a basis for future negotiations.

Action to be taken following Board approval: Direction for dissemination and implementation of the MOU provisions to Human Resources and the Payroll division of the Auditor/Controller's Office.

Contact: Allyn Bulzomi, Director of Human Resources

Concurrences: